

## ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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1. *Lobbyist Gift Ban.* I will not accept gifts from registered lobbyists or lobbying organizations for the duration of my service as an appointee.
2. *Revolving Door Ban — All Appointees Entering Government.* I will not for a period of 2 years from the date of my appointment participate in any particular matter involving specific parties that is directly and substantially related to my former employer or former clients, including regulations and contracts.
3. *Revolving Door Ban — Lobbyists and Registered Agents Entering Government.* If I was registered under the Lobbying Disclosure Act, 2 U.S.C. 1601 *et seq.*, or the Foreign Agents Registration Act (FARA), 22 U.S.C. 611 *et seq.*, within the 2 years before the date of my appointment, in addition to abiding by the limitations of paragraph 2, I will not for a period of 2 years after the date of my appointment:
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  - (c) seek or accept employment with any executive agency with respect to which I lobbied, or engaged in registrable activity under FARA, within the 2 years before the date of my appointment.
4. *Revolving Door Ban — Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions on communicating with employees of my former executive agency set forth in section 207(c) of title 18, United States Code, and its implementing regulations, I agree that I will abide by those restrictions for a period of 2 years following the end of my appointment. I will abide by these same restrictions with respect to communicating with the senior White House staff.
5. *Revolving Door Ban — Senior and Very Senior Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions set forth in sections 207(c) or 207(d) of title 18, United States Code, and those sections' implementing regulations, I agree that, in addition, for a period of 1 year following the end of my appointment, I will not materially assist others in making communications or appearances that I am prohibited from undertaking myself by (a) holding myself out as being available to engage in lobbying activities in support of any such communications or appearances; or (b) engaging in any such lobbying activities.
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7. *Golden Parachute Ban.* I have not accepted and will not accept, including after entering Government, any salary or other cash payment from my former employer the eligibility for and payment of which is limited to individuals accepting a position in the United States Government. I also have not accepted and will not accept any non-cash benefit from my former employer that is provided in lieu of such a prohibited cash payment.
8. *Employment Qualification Commitment.* I agree that any hiring or other employment decisions I make will be based on the candidate's qualifications, competence, and experience.
9. *Assent to Enforcement.* I acknowledge that the Executive Order entitled "Ethics Commitments by Executive Branch Personnel," issued by the President on January 20, 2021, which I have read before signing this document, defines certain of the terms applicable to the foregoing obligations and sets forth the methods for enforcing them. I expressly accept the provisions of that Executive Order as a part of this agreement and as binding on me. I understand that the terms of this pledge are in addition to any statutory or other legal restrictions applicable to me by virtue of Federal Government service.

Adhar, Radha

Digitally signed by Adhar, Radha  
Date: 2021.02.01 14:25:55 -05'00'

2/1

21

Signature

Date

Name (Type or Print): Radha Adhar



EXECUTIVE OFFICE OF THE PRESIDENT  
OFFICE OF ADMINISTRATION  
WASHINGTON, D.C. 20503

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FAISAL  
AMIN

Digitally signed by  
FAISAL AMIN  
Date: 2021.03.26  
13:53:34 -04'00'

Signature

March 26, 20 21

Date

Name (Type or Print): Faisal Amin

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Arroyo, Victoria  Digitally signed by Arroyo, Victoria  
Date: 2021.01.23 18:26:47 -05'00'

Signature

January 23, 2021  
Date

Name (Type or Print): Victoria Arroyo

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Blythers, Dorien

Digitally signed by Blythers, Dorien  
Date: 2021.02.01 14:37:09 -05'00'

Signature

Date

, 20

Name (Type or Print): \_\_\_\_\_



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**Carbonell, Tomas** Digitally signed by Carbonell, Tomas

Date: 2021.01.23 20:45:13 -05'00'

Signature

\_\_\_\_\_, 20\_\_\_\_  
Date

Name (Type or Print): \_\_\_\_\_

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Timothy Carroll  Digitally signed by Timothy Carroll  
Date: 2021.05.24 13:58:43 -04'00'

Signature

Name (Type or Print):

Timothy Carroll

5/24

Date

21

, 20

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Cassady, Alison

Digitally signed by Cassady, Alison  
Date: 2021.01.24 14:16:23 -05'00'

January 24, 2021

Signature

Date

Name (Type or Print): Alison L. Cassady



## ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

Accordingly, as a condition, and in consideration, of my employment in the United States Government in a position invested with the public trust, I commit myself to the following obligations, which I understand are binding on me and are enforceable under law:

1. *Lobbyist Gift Ban.* I will not accept gifts from registered lobbyists or lobbying organizations for the duration of my service as an appointee.
2. *Revolving Door Ban — All Appointees Entering Government.* I will not for a period of 2 years from the date of my appointment participate in any particular matter involving specific parties that is directly and substantially related to my former employer or former clients, including regulations and contracts.
3. *Revolving Door Ban — Lobbyists and Registered Agents Entering Government.* If I was registered under the Lobbying Disclosure Act, 2 U.S.C. 1601 *et seq.*, or the Foreign Agents Registration Act (FARA), 22 U.S.C. 611 *et seq.*, within the 2 years before the date of my appointment, in addition to abiding by the limitations of paragraph 2, I will not for a period of 2 years after the date of my appointment:
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  - (b) participate in the specific issue area in which that particular matter falls; or
  - (c) seek or accept employment with any executive agency with respect to which I lobbied, or engaged in registrable activity under FARA, within the 2 years before the date of my appointment.
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5. *Revolving Door Ban — Senior and Very Senior Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions set forth in sections 207(c) or 207(d) of title 18, United States Code, and those sections' implementing regulations, I agree that, in addition, for a period of 1 year following the end of my appointment, I will not materially assist others in making communications or appearances that I am prohibited from undertaking myself by (a) holding myself out as being available to engage in lobbying activities in support of any such communications or appearances; or (b) engaging in any such lobbying activities.
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7. *Golden Parachute Ban.* I have not accepted and will not accept, including after entering Government, any salary or other cash payment from my former employer the eligibility for and payment of which is limited to individuals accepting a position in the United States Government. I also have not accepted and will not accept any non-cash benefit from my former employer that is provided in lieu of such a prohibited cash payment.
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Signature

Date

Name (Type or Print):

JoAnn K. Chase

02/02, 2021

## ETHICS PLEDGE

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Chaudhary, Dimple Digitally signed by Chaudhary, Dimple  
Date: 2021.01.23 15:08:49 -05'00'

Signature

Name (Type or Print):

Dimple Chaudhary

1/23

Date

21

, 20



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Conger, Nicholas

Digitally signed by Conger, Nicholas  
Date: 2021.02.08 15:27:37 -05'00'

Signature

February 8, 2021

Date

Name (Type or Print): Nicholas Conger

## ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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**Diaz, Catherine** Digitally signed by Diaz, Catherine  
Date: 2021.02.09 08:22:17 -05'00'

Signature

Name (Type or Print):

**Catherine Diaz**

**2/9**

Date

**21**

, 20



## ETHICS PLEDGE

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Efron, Brent

Digitally signed by Efron, Brent

Date: 2021.02.04 15:50:11 -05'00'

Signature

\_\_\_\_\_, 20\_\_\_\_  
Date

Name (Type or Print): \_\_\_\_\_

## ETHICS PLEDGE

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EngelmanLado, Marianne

Digitally signed by EngelmanLado, Marianne  
Date: 2021.02.04 12:35:44 -05'00'

February 4, 2021

Date

Signature

Name (Type or Print):

Marianne Engelman-Lado

## ETHICS PLEDGE

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Enobakhare, Rosemary

Digitally signed by Enobakhare, Rosemary  
Date: 2021.01.26 14:05:49 -05'00'

Signature

\_\_\_\_\_, 20\_\_\_\_  
Date

Name (Type or Print): \_\_\_\_\_

## ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Fine, Philip

Signature



Digitally signed by Fine, Philip  
Date: 2021.01.22 11:09:32 -08'00'

01/22

Date

21

, 20

Name (Type or Print): Philip M. Fine



## ETHICS PLEDGE

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Signature

Date

1/26/2021

Name (Type or Print):

Radhika Fox

## ETHICS PLEDGE

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Freedhoff, Michal

Digitally signed by Freedhoff, Michal  
Date: 2021.01.29 14:22:43 -05'00'

01/29

21

, 20

Signature

Date

Name (Type or Print):

Michal Freedhoff

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Frey, H

Signature



Digitally signed by Frey, H  
Date: 2021.02.04 12:39:47 -05'00'

February 2, 2021

Date

Name (Type or Print): H. Christopher Frey

## ETHICS PLEDGE

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Goffman, Joseph

Digitally signed by Goffman, Joseph  
Date: 2021.01.23 18:28:18 -05'00'

January 23, 2021

Signature

Date

Name (Type or Print): Joseph Goffman



## ETHICS PLEDGE

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Goldberg, Ruby

Digitally signed by Goldberg, Ruby  
Date: 2021.02.09 11:15:25 -05'00'

Feb 09, 2021

Signature

Date

Name (Type or Print): Ruby Goldberg

## ETHICS PLEDGE

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Digitally signed by Jamie Green  
Date: 2021.03.30 17:26:20 -04'00'

March 30, 2021

Signature

Date

Name (Type or Print): Jamie A Green

## ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Hamilton, Lindsay

Digitally signed by Hamilton, Lindsay  
Date: 2021.01.26 20:49:01 -05'00'

Signature

\_\_\_\_\_, 20\_\_\_\_  
Date

Name (Type or Print): \_\_\_\_\_

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Harris, Sincere

Digitally signed by Harris, Sincere  
Date: 2021.01.26 07:46:19 -05'00'

January 26, 2021

Signature

Date

Name (Type or Print): Sinceré A. Harris



## ETHICS PLEDGE

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**Melissa A. Hoffer** Digitally signed by Melissa A. Hoffer  
Date: 2021.02.05 17:19:39 -05'00'

Signature

**2/5**, 20**21**  
Date

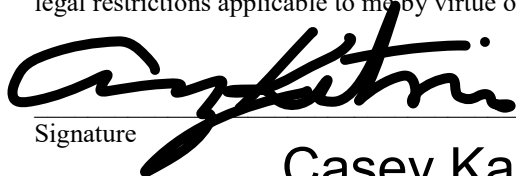
Name (Type or Print): **Melissa A. Hoffer**

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Signature

Name (Type or Print):

Casey Katims

January 26, 2021

Date

## ETHICS PLEDGE

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Kim, Eun

Signature

Name (Type or Print):

Eun Jung Kim

Digitally signed by Kim, Eun

Date: 2021.02.04 16:22:57 -05'00'

02/04

Date

21

, 20

## ETHICS PLEDGE

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**Lance, Kathleen** Digitally signed by Lance, Kathleen  
Date: 2021.02.01 14:02:55 -05'00'

Signature

Name (Type or Print):

**Kathleen Lance**

**February 1**, 20**21**  
Date



## ETHICS PLEDGE

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4. *Revolving Door Ban — Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions on communicating with employees of my former executive agency set forth in section 207(c) of title 18, United States Code, and its implementing regulations, I agree that I will abide by those restrictions for a period of 2 years following the end of my appointment. I will abide by these same restrictions with respect to communicating with the senior White House staff.
5. *Revolving Door Ban — Senior and Very Senior Appointees Leaving Government.* If, upon my departure from the Government, I am covered by the post-employment restrictions set forth in sections 207(c) or 207(d) of title 18, United States Code, and those sections' implementing regulations, I agree that, in addition, for a period of 1 year following the end of my appointment, I will not materially assist others in making communications or appearances that I am prohibited from undertaking myself by (a) holding myself out as being available to engage in lobbying activities in support of any such communications or appearances; or (b) engaging in any such lobbying activities.
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7. *Golden Parachute Ban.* I have not accepted and will not accept, including after entering Government, any salary or other cash payment from my former employer the eligibility for and payment of which is limited to individuals accepting a position in the United States Government. I also have not accepted and will not accept any non-cash benefit from my former employer that is provided in lieu of such a prohibited cash payment.
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Levy, Maxwell

Signature

Digitally signed by Levy, Maxwell  
Date: 2021.02.08 09:09:36 -05'00'

February 8, 2021

Date

Name (Type or Print): Maxwell Levy

## ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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Li, YaWei

Signature

Name (Type or Print):

Ya-Wei Li

Digitally signed by Li, YaWei

Date: 2021.06.30 16:31:14 -04'00'

6/30

Date

21

, 20

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Lucey, John

Digitally signed by Lucey, John

Date: 2021.01.22 16:14:41 -05'00'

Signature

Date

, 20

Name (Type or Print): \_\_\_\_\_

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**Macedonia, Jennifer** Digitally signed by Macedonia, Jennifer

Date: 2021.06.02 14:32:34 -04'00'

Signature

Date

Name (Type or Print): \_\_\_\_\_

, 20



## ETHICS PLEDGE

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Andrew Mayock  Digitally signed by Andrew Mayock  
Date: 2021.02.01 16:15:31 -05'00'

Signature

02/01, 2021  
Date

Name (Type or Print): Andrew Mayock

## ETHICS PLEDGE

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McCabe, Janet  Digitally signed by McCabe, Janet  
Date: 2021.04.30 13:19:42 -04'00'

Signature

April 30, 2021  
Date

Name (Type or Print): Janet McCabe

## ETHICS PLEDGE

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MercadoVioland, Fernando

Digitally signed by MercadoVioland, Fernando  
Date: 2021.02.01 13:56:56 -05'00'

Signature

Name (Type or Print):

Fernando Mercado Violand

02/01

Date

21

, 20

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Michalos, Maria

Digitally signed by Michalos, Maria  
Date: 2021.02.04 14:56:23 -05'00'

Signature

February 4, 2021

Date

Name (Type or Print): Maria Michalos



## ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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**Ashley Morgan** Digitally signed by Ashley Morgan  
Date: 2021.05.03 14:34:37 -04'00'

Signature

**05/03**, 20**21**  
Date

Name (Type or Print): **Ashley M. Morgan**

## ETHICS PLEDGE

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Nunez, Alejandra

Digitally signed by Nunez, Alejandra  
Date: 2021.02.05 21:21:25 -05'00'

Signature

Name (Type or Print):

Alejandra Nunez

February 5, 2021

Date

## ETHICS PLEDGE

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O'Brien, Grant

Signature

Digitally signed by OBrien, Grant  
Date: 2021.02.05 09:41:38 -05'00'

February 5, 2021

Date

Name (Type or Print): Grant O'Brien



## ETHICS PLEDGE

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Michael Starkey Regan  
Signature

March 15, 2021  
Date

Name (Type or Print): Michael Starkey Regan



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Russell, Loni

Signature

Name (Type or Print):

Loni Russell

Digitally signed by Russell, Loni  
Date: 2021.06.21 15:51:29 -04'00'

6/21

Date

21

, 20

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Sabater, Juan

Signature

Digitally signed by Sabater, Juan  
Date: 2021.02.04 15:02:25 -05'00'

Februrary 4th, 2021

Date

Name (Type or Print): Juan Sabater

## ETHICS PLEDGE

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Schafer, Zachary Digitally signed by Schafer, Zachary  
Date: 2021.06.28 15:29:52 -04'00'

Signature

Name (Type or Print):

Zachary Schafer

June 28, 2021

Date

## ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

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*Dan Uteck*

Signature

\_\_\_\_\_, 20\_\_\_\_  
Date

Name (Type or Print): \_\_\_\_\_



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Eric E. Wachter  Digitally signed by Eric E. Wachter  
Date: 2021.05.03 15:15:11 -04'00'

Signature

Name (Type or Print):

Eric E. Wachter

May 3, 2021  
Date

## ETHICS PLEDGE

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Waterhouse, Carlton

Digitally signed by Waterhouse, Carlton  
Date: 2021.02.04 13:31:21 -05'00'

2/4

21

Signature

Date

Name (Type or Print):

Carlton Waterhouse



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Signature

6/28/2021, 2021  
Date

Name (Type or Print): Susannah L. Weaver